

LONDON BOROUGH OF LEWISHAM

JOB DESCRIPTION

Designation:	Early Years Practitioner	Grade:	Scale 4
Reports to (Designation):	Senior Early Years Practitioner	Grade:	S01
Directorate:	Children and Young People	Section:	Prevention and Early Help

Main Purpose of the job:

To work as part of a team to develop and deliver Early Years Foundation Stage (EYFS) focused group sessions in Family Hubs and elsewhere, including online delivery.

To provide sessions which support babies and children's development, encourage parent-child attachment, focus on outdoor learning, and allow babies and children to build a good framework for life and its challenges from the youngest years.

Main Duties:

1. To deliver EYFS-focused group sessions for babies, children and their families in Family Hubs and other delivery sites as directed by the line manager, with a particular focus on delivering learning outcomes. To additionally deliver some sessions online as required.
2. To lead on the facilitation of evidence-based interventions on a 1:1 and group basis across Family Hubs and spoke sites.
3. To promote understanding of how different ways of parenting can affect a baby's growing brain within a clear focus on 1001 days and Five to Thrive which is threaded through the planning and delivery.
4. To understand and work to the EYFS and related guidance to provide activities that support children's learning and development.
5. To ensure that all sessions: -
 - Have a clean safe space ready for use, through assessing risk and taking remedial action as necessary.
 - Are appropriately resourced, with a focus on using natural objects where possible to do so
 - Promote health lifestyles
 - Promote good parent to child attachment
 - Promote outdoor play and learning
 - Are enjoyable and stimulating for babies and children, giving them opportunities to be creative, discover, talk and explore
 - Run smoothly and adhere to all the quality and safety standards, policies, procedures and guidelines set
 - Register new families

- Are cleared away at the end, with resources and equipment cleaned and appropriately and safely stored, and the space left clean, safe and tidy.

6. To ensure that all sessions:

- are appropriately planned to show target group, planned outcomes for babies, children and mothers/fathers/carers
- are fully inclusive and welcoming to all members of the community
- are evaluated at the end of each session to demonstrate whether outcomes have been met and to identify support needs for individual children and families
- promote parental involvement in their babies and children's learning and development and support them in their role as mothers, fathers and carers
- promote and support good attachment between babies, children and their mother, father or carer
- safeguard children at all times and promote their health and well-being
- enter information on the central database as required by the line manager

7. To enter information on the central database as required by the line manager, including capture of all individual work with families.

8. To support parents in accessing Vitamin D and Healthy Start, and nursery funding for 2, 3 and 4 years' olds, employment, training and volunteering opportunities and any other services they may need. To promote take-up of immunisations and developmental checks, and to support breastfeeding, healthy eating and active, healthy lifestyles. To make timely referrals to the Family Practitioner Service and other services where needed.

9. To work with the line manager to ensure high standards of service planning and delivery and consistent quality, and ensure that all work safeguards children, young people and vulnerable adults and promotes inclusive, equality and diversity.

10. To work flexible to enable the service to be responsive to the developing needs of the service users across the full week – at times this will include some evenings and weekends as directed by the line manager and may include working across the Lewisham borough boundaries.

11. To participate fully in supervision meetings and annual appraisals, and attend other meetings as directed by the line manager.

12. To work to a high standard and in a professional manner, in accordance with the Council's standards, policies and procedures.

PERSON SPECIFICATION

JOB TITLE: Early Years Practitioner

POST NO: TBC

DEPARTMENT: Prevention and Early Help

GRADE: Scale 6

Note to Candidates

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the shortlisting and interview process for this post.

Those categories marked 'S' will be used especially for the purpose of shortlisting.

Please ensure that Equality and Diversity issues are addressed specifically in relation to the role for which you are applying when addressing the requirements of this person specification where appropriate.

If you are a disabled person, but are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria you will be shortlisted and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.

<p>1. Equality and Diversity</p> <ul style="list-style-type: none"> • Awareness of and a commitment to Equality of Access and Opportunity in a diverse community • Understanding of how equality and diversity relates to this post 	<p>S S</p>
<p>2. Education and Qualification</p> <ul style="list-style-type: none"> • Possess a childcare qualification at Level 3 or above, or other equivalent qualification; or possess recent significant experience in working with babies or young children and be willing to attend training within 6 months of appointment. • A current First Aid certificate or willingness to attend a course within 3 months of commencing employment. • Possess current Food Hygiene Certificate. • Possess Health and Safety Certificate • Possess Outdoor Learning qualification and/or Forest school Leader Qualification 	<p>S</p>
<p>3. Knowledge and Ability</p> <ul style="list-style-type: none"> • Significant experience of working with babies, children and/or families in a stay and play group, drop-in, creche, family learning session, nursery, pre-school or other relevant setting. • Excellent knowledge of the Early Years Foundation Stage, child development and how babies and young children learn through play, talk and discovery. 	<p>S S</p>

<ul style="list-style-type: none"> • Excellent understanding of the benefits to babies and children of being outdoors, and a clear commitment to outdoor learning in all weathers and throughout the year. • Experience of providing a safe, stimulating learning environment, and an ability to be sensitive and supportive to babies, children and families from a range of cultures, lifestyles and circumstances, and with and without special needs. • Demonstrate a good understanding of safe and professional practice in working with vulnerable families, including ability to safeguarding children and promote their welfare. • Possess knowledge of the importance of the 1001 days and the Five to Thrive Framework. • Have an excellent understand of Family Hubs and their purpose in supporting children and families in the community. 	<p>S</p> <p>S</p> <p>S</p>
<p>4. Skills</p> <ul style="list-style-type: none"> • Ability to encourage parental involvement within the sessions in support of their children’s learning, and to support mothers, fathers and carers in their parenting role. • A willingness to lift moderate loads in and out of sheds and cupboards into cars etc. and set up and clear away activities in the community as needed. 	

DBS Disclosure Required? **No** **Basic** **Enhanced** **Y**

(Tick as appropriate – guidance available from your HR Advisor)

Physical

Generally candidates must meet the standard Lewisham requirements for the post